

CONVOY DISPATCH



44

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

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Building Teamster Unity

Something's happening in the Teamsters Union. The members are not as asleep as many believe. They're moving, and in a good direction. It's not about union politics, it's about union power.

Teamsters at IBP (formerly Iowa Beef Processors) in Pasco, Wash., recently went on a month-long, membership-led strike. Teamsters at Anheuser-Busch's 12 breweries just went through a bitter contract fight, and rejected the contract at six of those breweries. Teamsters at Northwest Airlines are in a similar

battle as we go to press.

In some ways these Teamsters are very different politically. The Anheuser-Busch Teamsters voted by some 80 percent margin for James Hoffa last year. The Northwest Teamsters voted 87 percent for Tom Leedham. And some 80 percent of the IBP Teamsters didn't vote for either. But they're unified in what they want: they want a union that stands up with them to fight, and they're working to build it.

That's Teamster Unity at the

membership level, where it counts. Hoffa talks about unifying the Teamsters, while every single meeting held by the top officials features a bitter denunciation of those Teamsters who disagree with them. Recently 500 officials met in Las Vegas to hear a parade of speakers denounce those who disagree. That event cost an estimated half million dues dollars.

Teamster members want unity, and they want the kind of unity that leads to a stronger union, one more accountable to the members.

Too many Teamster officials want a different kind of unity that means we all follow them, without question, and without standing up for anything. In each of the three big union battles mentioned above, Teamster officials have tried to stifle and divide the rank and file, instead of leading and unifying them. And the members in each case are well aware of that fact. That awareness has to spread, and with it a bond of Teamster unity.

That's what's happening in the Teamsters.

I'm looking forward to attending my first TDU Convention in November. Although I've only been a TDU member for six months, I've been fighting for reform in my local for 15 years. TDU has provided us with a source of information and advice that we could not receive from our elected officials. See you in Cleveland!

Dave McPherson
Local 938, Gen-Auto Shippers
Toronto



Not a TDU member? Use the application below to become part of the Teamster reform movement. And see page 12 for information on the TDU Convention, the annual meeting of Teamster reformers from across North America.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

___ \$35 one-year membership & subscription to *Convoy Dispatch*.

___ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

___ \$20 for spouses, and Teamsters who gross less than \$17,000 a year.

___ \$20 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.



THE NEWLY ELECTED OFFICERS OF LOCAL 1150, pictured above, hosted a victory party for 500 members after winning their local election for the second time. Hoffa ordered the rerun election after his supporter, a 20-year incumbent, lost the first time. The Reform Team dramatically increased their margin in the rerun. Members across the country are working to take control of their local unions. See page 9.

More News Inside ...

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\$100,000 Club

Officer salaries show union's priorities pp. 6-7

Anheuser-Busch Contract

International Union fails to take on company p. 5

TDU Rank & File Convention

See page 12 to register now!

Letters From Our Members

City Workers Seek Fair Elections

Any member who wants to oppose incumbents in New York City municipal union elections should be able to do so in a fair election where candidates and supporters can campaign without intimidation, harassment or retaliatory acts by management or their union.

As a member of Local 831, which represents Teamster municipal sanitation workers, and as a past supporter of an opposition slate seeking democracy, I have witnessed retaliation and schemes against members who choose to exercise their democratic rights.

I experienced retaliation first hand when I ran as a candidate for Teamster Convention delegate in 1996. Management issued me a summons for posting one campaign sticker. I soon wrote a letter to the enforcement commissioner explaining that a local union election was upcoming and asked if the incumbents would be issued summons for stickers. The letter went unanswered and hundreds of campaign stickers in support of the incumbent team were affixed to department property.

As complaints to both union and city officials fell on deaf ears, there has to be legislation introduced to protect the rights of public sector union members to fair elections.

Bill Liebold

Local 831 municipal worker
New York City

Hoffa Spin Doctors

Outrage would describe the reaction of Anheuser-Busch Teamsters to the misleading A-B contract article that appeared in the most recent issue of the *Teamster* magazine.

While the Hoffa administration beats its chest over "job security," A-B Teamsters know different. Management stated long before Hoffa that if the proposed contract were ratified, A-B would keep all

breweries open during the life of the contract.

Considering that A-B is running near to full capacity, keeping breweries open is a given. Expansions are either under-way or being considered at some breweries to meet future production demands.

Instead of standing up to August Busch III, Hoffa decided to turn his back on the Teamsters who have battled this brewing giant for the last two years. While Hoffa did find time to meet privately with Busch, rich guy to rich guy, he never once met face to face with our National Negotiating Committee, clearly a slap in the face to our local officers, our members and their families.

But most distressing was watching the *Teamster* magazine completely distort the grim reality of our contract. We A-B Teamsters will never believe anything we read in that magazine again. If Hoffa's spin doctors had been in business a couple of centuries ago, Napoleon could have declared victory at Waterloo. If this is "Restoring The Power" and an example of the new militancy Hoffa speaks of, I'm sure the IBT spin doctors will be working overtime covering Jr.'s tracks.

Rob Hermann

Local 1149, Anheuser-Busch
Baldwinsville, N.Y.

Rich Man's Tantrum Costs Teamsters' Jobs

On May 20 a rich man threw a temper tantrum and 4,000 good Teamsters lost their jobs and income. That's what happened when NationsWay closed.

I was one of them. Jerry McMorris (NationsWay owner) owes me some \$6,000 (five weeks vacation, sick days, last week's pay) and a lot more than that. I worked 20 years for NW and helped make him the rich man he is.

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. TDU can be contacted by e-mail at: tdudetroit@igc.org or on the World Wide Web at: <http://www.igc.org/tdu/>

NY Office: P.O. Box 170131, Brooklyn, N.Y. 11217 Phone: (718) 624-7746. Fax: (718) 875-9336

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He was behind in making our pension and health and welfare payments, and when the Central States Fund finally gave him a deadline to pay what he owed, he threw his tantrum.

In the very week the company closed, his own bulletin showed that NW was not losing money. But he wanted to dump his debts with a bankruptcy, and wanted (as he says) "to spend more time with his Colorado Rockies."

He didn't even obey the law (WARN Act) to give us a 60-day closure notice. This man disregarded his employees, his community, his customers and the law.

I was fortunate to get on at CF, but (thanks to Jackie Presser) at 75 percent wages, despite 29 years of Teamster experience. A lot of other NW Teamsters haven't gotten union jobs yet.

This dirty deal and the man behind it deserve to be exposed as widely as possible.

Jim Sellers

Local 104, CF
Phoenix

Panel Upholds Wrongful Firing

Randy Olson is a former package car driver, shop steward and political opponent of IBT VP Chuck Mack. Randy is a pro-reform Teamster who campaigned tirelessly for Ron Carey and Tom Leedham and ran in opposition to Chuck Mack for secretary-treasurer and convention delegate. Randy was also an organizer of the recently settled NAACP multi-state class action lawsuit against UPS.

In September of 1995, Randy was injured off the job. When he arrived at the gate on Aug. 17, 1998 he was notified of his termination in violation of Article 8, Section 1 of the Northern California Supplemental Agreement. Despite overwhelming evidence on Randy's behalf Chuck Mack's Joint Council 7 UPS grievance panel unanimously ruled against him. Randy has filed a breach of duty of fair representation and of collective bargaining agreement lawsuit with the U.S. District Court in Northern California. A jury trial has been demanded.

A Randy Olson Web Page has been created by his friends containing extensive documentation of his case. It can be viewed at <http://ebdir.net/olson/>. If you have been wrongfully terminated at panel, please contact the Friends of Randy Olson at randysfriends@yahoo.com. Please provide a synopsis of your situation.

We, the friends of Randy Olson, are in the process of recognizing, defining and documenting corruption in its various guises. We are using the Internet to explore and share strategies with an evolving network of labor activists.

Chuck Engel
Local 70, UPS
Oakland, Calif.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1998 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Steve Baudo, Milwaukee Local 344
Erik Jensen, Minneapolis Local 320
Joyce Mims, Atlanta Local 728 spouse

Members:

Homer Lambert, Chicago Local 743
Matt Latzo, Baltimore Local 355
Maria Martinez, Pasco, Wash., Local 556
Ashley McNeely, Minneapolis Local 2000
Raul Rodriguez, Jr., Los Angeles Local 630
Michael Ruscigno, New York Local 802
Willie Smith, Columbus, Ohio Local 413

Alternates:

Robert Lloyd, Little Rock, Ark., Local 878
Alex Adams, Cleveland Local 407
Tom Sheibley, Brockton, Mass., Local 653

Time to Say 'Enough Is Enough'

Two years ago UPS Teamsters had a taste of solidarity, Teamster unity, and Teamster power. We took on UPS, and we won.

But we've seen our power erode. Members have faced retaliation. Routes were cut, and overtime increased, to try to pre-

tend volume was gone. No full-time jobs have been created, except at the Louisville Air Hub and where the company absolutely needed them. Promotions to full-time have slowed.

Since March it's gone from bad to worse. The CSX and Norfolk Southern

railroad deal has been the excuse for a massive diversion of feeder work in violation of Article 26. This has not been "just temporary" as the company claimed, and as Teamster parcel director Dick Heck believed. Brokers have been caught doing customer pick ups in Cleveland. In Cincinnati some drivers have been cut back to eight hours while brokers do the work. In Nashville, loads shuttled to Atlanta have gone to brokers.

Our strike chased the brokers out; now they've been welcomed back with open arms by our Teamster leadership.

It's Time for Action

James Hoffa ran for Teamster president on the slogan of "restore the

power." Most UPS Teamsters didn't buy it. We voted for reformer Tom Leedham by a two-to-one margin. We know power comes from a united, active membership — that's how we won in 1997.

It's time for Hoffa to work with us, and to defend our biggest Teamster contract. Get the brokers out of the system. Stand up with locals that want to fight, not just the locals that are in bed with management. Tell UPS that a year of stalling on the full-time jobs they owe us is too long.

If Dick Heck won't take action, maybe Hoffa needs to replace him with someone who will.

If Hoffa does this, UPS Teamsters will rally behind his actions. We want the fruits of our strike victory.

UPS and Downs

Are Air Drivers Entitled To A Break?

Yes! Article 40, section 6, states: "Air operation employees who are covered by a daily guarantee shall receive the same rest period provisions as outlined in the appropriate supplement, rider, or addendum." While there are important differences, all supplements or riders contain a provision for a break. Also some state laws require such breaks.

Part-time air drivers are guaranteed three hours work and a 10-minute break like any other part-time shift. Take your break and encourage all Teamsters to do the same.

UPS Tries for 6-hour Jobs at Louisville Air Hub.

During 1997 negotiations management wanted to create six-hour jobs in the Louisville Air Hub instead of eight-hour full-time jobs. This was a major factor in the rejection of the Louisville Air Rider. As a result of the rejection members won 200 new full-time jobs created from the combination of existing part-time jobs. UPS has delivered on 100 of those so far.

Now UPS wants to create 120 six-hour guarantee jobs, with no overtime until after eight hours, and with part-time benefits and wages. They are also buttering up existing full-timers with an offer of a 91-cent raise. This attempt at a midcontract side deal undermines the democratic process that won the full-time jobs in 1997. Allowing management to create a new class of part-timers is a bad deal. Most part-timers who would be eligible for the six-hour jobs are already working double shifts and getting overtime after five hours each day. A raise for full-timers is a good idea, but as a payoff for selling out part-timers, it is a bad one.

Seattle Celebrates Strike Anniversary.

The 2,000 UPS Teamsters in Seattle Local 174 celebrated the second anniversary of our victorious strike with a show of unity and of education for new UPS Teamsters. Buttons and stickers ("Respect our Contract" and "We'll Fight for Full Time Jobs") along with educational flyers were distributed and discussed at all UPS buildings. At the Boeing Field building, UPSers broke into a chant of "strike, strike" in a show of solidarity demanding that UPS live up to the contract and provide the full-time jobs they owe us from our victory.

Oakland UPSers Fed Up with Speed-up.

Several UPS employees from Oakland Local 70 attended a TDU meeting recently to discuss UPS squeezing more work out of fewer folks. Many estimated that stop counts had risen from 110 to 125 a day on most routes, usually with the same time allowance. Most figured it was management's way to avoid hiring more drivers. How widespread is this increase in stop count?

UPS Hit in Court on Tax Scam.

UPS announced record profits of \$588 million at the end of the second quarter, and \$1.07 billion for the first six months of the year.

That profit was erased when a court ruled in August that UPS engaged in a scheme for the past 17 years to evade taxes. The scheme involved inflating the cost of package insurance to customers, then diverting those profits to a subsidiary in Bermuda to avoid U.S. taxes.

UPS has now posted a \$1.4 billion accounting cost to cover the estimated taxes, interest and penalties.

UPS Goes Public.

UPS announced that it plans to offer 10 percent of the company's stock in an Initial Public Offering (IPO) in August. The company will now have two classes of stock: Class A, which is employee-owned stock and gets 10 votes per share, and Class B public stock that gets one vote per share. After the IPO, employee, management, and executive stock holders may convert their Class A shares to Class B and sell them on the New York Stock Exchange. Stockholders may make an initial profit on this deal, as analysts expect UPS stock to rise once it's on the market. The vast majority of stock is owned by management and retired management or trusts controlled by management.

Brokers Doing Union Work

Contract Enforcement or Let's Make a Deal?

John Kabbler
Local 407, UPS
Cleveland

UPS drivers in Ohio have caught brokers doing UPS city pickups in Canton, taking TT loads to the Middleburg Heights hub to be sorted. Toledo UPS feeders are also seeing brokers with Middleburg sort loads regularly. This also includes Cleveland and Highland Heights loads that have been moved with brokers.

These loads that are being moved by brokers do not have anything to do with the CSX/Conrail merger. Due to loads moved by brokers, the Toledo, Chicago and Middleburg Heights hubs scheduled triples and double-40 runs had fewer loads. Also, many short-doubles runs were cut to single trailers going east.

Two miles away from the Middleburg Heights hub, an ex-UPS feeder supervisor operates a fleet of tractors and drivers. They are called on a regular basis and do TT and feeder work for UPS.

While brokers are doing union work, the information that Local 407 sent to feeder stewards for posting was the Ohio

Conference of Teamsters Golf Outing, Local 407 Golf Outing, the Joint Council 41 Picnic and Local 407 Softball Tournament, along with a letter informing members that local union meetings are canceled for the summer.

There was nothing for posting from the International Union or Local 407 about the brokers.

In Buffalo, brokers were stopped on the street and didn't go onto UPS property. In Toledo and Middleburg, brokers were everywhere. One driver said the Toledo hub looks like a truck stop, with brokers everywhere.

Local 407 officers and agents got their automatic pay raise on Aug. 1. It is well earned, getting the golf outings, picnic and softball tournament announcements posted in a timely manner. Next summer maybe they can have a Nonunion Broker Golf Outing.

I know that in 1997 Ron Carey stopped subcontracting at UPS. Now Hoffa is in office and subcontracting is back. Is the 1997 UPS contract going to turn into Monty Hall's "Let's Make a Deal"?

Move to Replace Dick Heck

There is a movement among top Teamster officials urging president James Hoffa to replace Dick Heck as director of the Parcel and Small Package (UPS) Division.

It's centered in the west, where International vice presidents such as Chuck

Mack are behind it, but has support among other top officials also.

Heck's failure to lift a finger to stop the rampant use of brokers in the midwest and east is at the top of the list of reasons given. Heck has told some officers that he is considering resigning.

Full-Time Jobs Arbitration Near End

The hearings in the arbitration over the creation of full-time jobs are over. Briefs are due from UPS management and the Teamsters Union in October, with a decision due before the end of the year. At stake are 2,000 full-time jobs due a year

ago, and 2,000 more due on Aug. 1, 1999. Also at stake is the back pay, which UPS estimates at over \$50 million now.

Chicago Local 705, under separate contract, is pursuing a parallel case to secure hundreds of jobs they are owed.

Preston Closes Without WARNING

Preston Trucking Co. abruptly closed its doors on July 26, putting over 4,000 Teamsters out of work. No one was given advance notification — not rank and file Teamsters, not middle management and not their customers. The closing followed Yellow Freight's purchase of Jevic Transportation, a nonunion carrier that services the same region as Preston, by 18 days.

Preston was debt free and making money. Yet they claim that they were forced to close down due to a decision by its lenders to cut off financing. Final pay-

checks bounced and Preston workers fear they also may be out as much as five weeks lost vacation pay. Dues checks to affected union locals bounced as well.

The surprise closing offers many unanswered questions. Why were Preston's employees not given WARN notification? The WARN Act requires employers with more than 100 employees to provide 60 days notice of closings. If they do not, they can be held liable for paying each employee back pay and benefits for the period of violation — up to

60 days.

Preston argues that they are exempt from the WARN Act requirements because up to the last minute they were desperately trying to arrange alternative financing in order to keep the business operating.

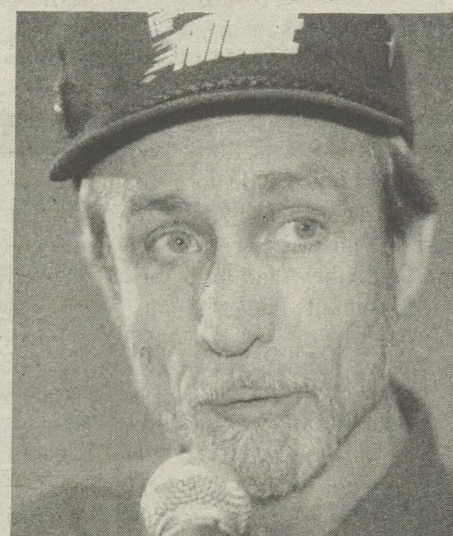
This argument doesn't square with the facts. The state of Maryland contacted Preston as soon as it learned of the closing decision and offered financial help, but was told the decision to go out of business was irreversible.

Another outstanding question is their unfunded pension liability. Yellow Freight may well be on the hook to pay this since there is a contingent liability on the part of a selling company for five years. If Yellow were to be found liable for these unpaid pension payments, that would seem like no more than simple justice to many Preston employees. Most Preston Teamsters feel that the purchase of Jevic and the closing of Preston in such close proximity is just too convenient to be an accident. No one would be surprised to find Preston's three former owners on the Yellow Freight or Jevic payroll again after the dust settles.

The IBT is reportedly investigating this sale, including WARN Act violations and the question of who's responsible for Preston's unfunded pension lia-

bility.

Auctions for the sale of Preston's assets are already scheduled. Every penny of the proceeds should be devoted to making its employees and their pension plans whole.



Truck Safety Workshop

"I'm eager to attend the TDU Rank & File Convention. I particularly look forward to the workshop on using the STAA to fight for trucking safety by attorney Paul Taylor of the Truckers' Justice Center."

—Dennis Anderson, Local 413, CF

Disastrous Precedents at 'Private' Hearings

The Illinois Joint State Freight Grievance Committee has taken a turn for the worse. Key parts of the freight contract are being given away. And a new policy makes the panels more of a "private" affair.

In recent months key decisions have done damage to the contract which could spread like cancer. Consider these four, which telling a chilling story.

Union Upholds Firings

Two very high seniority hostlers from Local 371 employed by Roadway were fired because they bumped spotting tractors in the yard and caused minimum damage. They reported the incident to the shop and yard supervisor, as was the policy for decades at Roadway, and went home at the end of their shift. Roadway took the position, partly because one hostler was an active steward, that they should have turned in an accident report even though they were not required to. The local put on a very good case for the fired hostlers, but Art Bell, union chair of the committee, ruled that the claim of the union be denied. Mark Serafinn, president of Local 722, criticized Bell for this decision, but the decision stood and Serafinn was excluded from any future hearings.

Production Standards Giveaway

Local 722 had a CF member who was being given warning letters for production on the dock. Article 20 clearly does not include production standards, only a fair day's work for a fair day's pay, which the company was getting from the grievant. The local argued the union's position vigorously, but to no avail. Bell again ruled in favor of the company, by ruling the grievance improper before the committee.

Driver to Pay Equipment Fine

Local 371 had an OTR Holland case. A Holland driver coming home from Fort Wayne, Ind., with a placard load was stopped at the Rock Island scales and the company was fined \$150 because the rear placard fell off. It was proven at the hearing that the placard holder was broken and the driver had informed the company.

The company took the position that the driver should pay the \$150 fine, even

though that is in direct violation of the agreement and everyone knows that at no time do drivers pay road fines due to equipment. Bell could not be bothered by past practice, clear contract language or facts, so he ruled in favor of the company.

Which Side Are They On?

The new officers of Local 325 did not have all the information on cases pending at the Illinois State Grievance Hearings and were legitimately unaware that a termination was pending at that level. Because no one from Local 325 was at the hearings, Bell wanted to rule by default that the union's claim be denied.

That was too much for even the company side of the committee to stomach, so the company side held the grievance until the new officers could properly represent their members.

To facilitate these giveaways, Bell has excluded BAs and stewards from certain locals from even sitting in the hearing room, although any and all of the company people do attend! He has also eliminated the pre-hearing meeting of union reps to pre-screen the grievances.

Members and some officers are hopping mad in Illinois, and if this cancer spreads, all freight Teamsters will suffer. Will IBT president Hoffa or his Freight Director Phil Young take surgical action on this cancer? Stay tuned. Or better yet, write or call them and demand action.

This article adapted from Illinois Hot Freight (August 1999 edition); a newsletter produced by freight Teamsters.

Grievance Panel Reform — Where Is It?

Freight Teamsters are crying out for grievance panel reform, but getting more and more old guard deals instead. Last issue we highlighted the problems — and scorecard — of the Ohio Panel. Here we detail problems with the Illinois Panel. Watch next month for more factual information on what is happening at the grievance panels run by the freight division.

Airborne Subcontracting

In June, Airborne Express announced a new service in conjunction with the United States Postal Service — without informing the union.

Airborne@Home is a three-day service that the company declares is targeted to Internet and catalog orders.

The freight will be picked up and sorted by Airborne and then delivered to the post office that delivers to the addressees' homes.

Great concern has arisen among us Airborne rank and filers, both under Master Freight and white paper contracts. We feel the union should have taken swifter and more harsh action against Airborne. This is a grave violation of the Article 32 subcontracting provisions of the NMFA on a system-wide scale. Phil Young and George Cashman have sent letters to the company, but have informed us to just grieve the violations. Meetings are sup-

posedly planned, but no one knows when.

A few of the white paper locals had threatened to proceed with strike actions but backed off when Airborne promised to negotiate with them. The company then postponed the meetings because of scheduling conflicts.

This is bargaining unit work, pure and simple. We can gain more union jobs and full-time positions if we do the work. But Airborne claims it is unprofitable for its own drivers to do this residential work. They only made \$120,000,000 in profit in each of the last two years.

What is to stop Airborne from diverting our SDS (two-day) freight to the post office? It will only be a matter of time before we see shipments from Sears and Whirlpool going with Uncle Sam.

We must stop this now. It will cost us in the long run.

—Submitted by an Airborne Teamster

Indianapolis Roadway Drivers Demand Safety

Roadway road drivers are concerned about safety. So management is kicking them off the terminal's safety committee.

Pat Osbon and Larry Alden are elected members of the safety committee, but have been told they are not welcome anymore. The bogus reason is that they missed one meeting. The committee has established rules on attendance, which were disregarded.

The real reason, Alden and Osbon re-

port, is that they are outspoken on safety issues. In July they were part of a group grievance on major safety concerns, and demanded company records for the union to review.

Indianapolis drivers are also unhappy over a deal cut by Local 135 to give away some very favorable dispatch rules, after the union took a vote on it and lost! In July the drivers elected long-time Teamster Roger Beach as their steward.

Hoffa Fails Anheuser-Busch Workers

"It's probably one of the worst contracts that has ever been negotiated in the history of the Teamsters," Secretary-Treasurer of Jacksonville, Fla., Local 947 John Adkins told *Transport Topics*. "It's all concessionary. As far as I'm concerned, we will never take this contract."

Nonetheless, Teamsters at Anheuser-Busch, despite the opposition of a majority of their elected local leaders (all of whom supported Hoffa in the last election), finally succumbed to demoralization and ratified the agreement by a 59 to 41 percent margin. This was essentially the same contract that they had previously rejected twice. Vote till you get it right.

Promises Not Kept

The contract has left deep bitterness within the Budweiser rank and file. Around 80 percent of them voted for Hoffa, based on his pledge to "win them a contract they could be proud of." Hoffa had vowed to "go toe-to-toe with August Busch."

Shortly before he caved in to the company, Hoffa released a TITAN stating, "I am putting together a team of top trade union professionals under the direction of Jack Cipriani, the Acting Director of the Brewery Division, to develop a strategy for engaging the company in a corporate campaign. Anheuser-Busch is a wealthy company with more than \$1 billion in profits last year. I am prepared to commit the full resources of the International Brotherhood of Teamsters to winning fairness for these members."

The contract is deeply concessionary and strikes at the heart of union strength. It provides for the subcontracting of all non-core functions, an increase in the use of half-rate seasonals, more supervisors, ven-

dors and service reps doing bargaining-unit work, the elimination of past practice, the weakening of seniority, hair-folicle drug testing and a two-year (instead of the previous nine months) look-back on discipline, as well as other concessions.

Local supplements were rejected in six of the 12 breweries: St. Louis; Cartersville, Ga.; Fort Collins, Colo.; Jacksonville, Fla.; Newark, N.J., and Los Angeles. According to the Teamster constitution, the master agreement cannot go into effect until these supplements are settled and ratified. As *Convoy* goes to press there is no word as to how these supplements are going to be handled.

Despite having received the support of all the local union BAs on the negotiating committee and 80 percent of the members in the last election, Hoffa never even had the courtesy to meet face to face with the negotiating committee. But he did meet once with Augie Busch to no avail. Then he sent Jack Cipriani to meet with the company. Cipriani entered negotiations on his knees by promising to send whatever came out of their meetings back to the membership with a positive recommendation, sight unseen.

Cipriani only obtained a promise not to close any breweries for the length of the contract "provided there are no new or increased excise taxes or other unforeseen extraordinary events which negatively impact the Company's business." A loophole, as Jimmy Hoffa likes to say, "big enough to drive a truck through." In return, Cipriani gave the company an extra year on the concessionary agreement.

Once the majority of local union BAs

came out in opposition to the agreement things turned ugly. Hoffa finally "committed the full resources of the IBT" not to "winning fairness for these members," but to selling a bad contract.

The threat of a strike was used not against the company but as a weapon to scare the members. The International constantly stressed the strength of Anheuser-Busch and the weakness of the rank and file. In a letter mailed to members' homes Cipriani warned, "If you vote to reject this final offer, a strike will occur without further vote ... However, you should know that to produce any significant change in the company's position or attitude, you and your family should prepare for at least a two to three month strike."

Teams of International reps were sent to each brewery twice to sell the contract. Letters and post cards from Cipriani were mailed to members' homes. A telemarketing agency was contracted with to phone members at home, ask them how they were voting, and urge ratification.

Hoffa went so far as to alter voter eligibility requirements in order to get more probable yes votes. Instead of the traditional rule that you must be in good standing in the month before the vote is taken, the rules allowed members who had not paid dues for up to three months to vote.

In the end, a demoralized and abandoned rank and file voted to accept the agreement. August Busch III and James Hoffa Jr. got what they wanted. The rank and file and their families lost.

What Others Are Saying

"This contract offers common sense solutions and restores security and stability for 8,000 members and their families."

James Hoffa, General President

The following quotes are taken from Teamsters who posted them on a national A-B e-mail network that had previously been overwhelmingly pro-Hoffa.

"Jim Hoffa is not a true leader. He is the worst leader yet! What great union leader would let scabs and people suspended from the union vote on this contract?"

Local 1129, Cartersville, Ga.

"Spin it to someone else ... Hoffa can explain it to us when he campaigns in the next IBT election."

Local 1187, St. Louis

"Mr. Hoffa and all the parties involved in this contract better hope the next election is not a close one. He just lost 8,000 votes out of Anheuser Busch employees."

Local 102, Newark, N.J.

"When all else fails, blame someone else. The past administration (even though they weren't in office when most of this transpired). The government (even though they removed the past leadership). August Busch III — he's too strong (even though 'I'll go toe-to-toe' was much ballyhooed). The material sent to us, the press, and all other Teamsters bragged about how great this offer was. Now, 'It's not our fault' ... Shame on you, shame on me for believing your (expletive deleted)."

Local 1187, St. Louis

"Hoffa had my support and contributions. I read some very nice write-ups concerning the Bud contract and the Northwest contract. I won't believe the write-ups any longer. Hoffa has lost my faith and I believe many other people's."

Local 102, Newark, N.J.

"Our leadership hung us out to dry."

Local 267, Fort Collins, Colo.

"After two meetings you found out what we were up against and you started waving the white flag."

Local 1187, St. Louis

"I think the BAs have recognized their error in backing Hoffa and, yes, they have apologized to the members for that error."

Local 267, Fort Collins, Colo.

"I didn't believe any of the Hoffa campaign promises. I campaigned against him and I didn't vote for him. ... However, once elected he became our leader and I was silent. How sad for our members to realize it was all an act. Many of our members voted for him, believed in him, and swore by him no matter what. Can you imagine how betrayed they must feel?"

Local 896, Los Angeles

How Not to Negotiate a Contract

As posted on an e-mail network for Anheuser Busch Teamsters.

- ▶ Accuse the members of being weak and tell them if they try to stand up to the company they will lose their jobs.
- ▶ Tell the company, before you ever have a meeting, that you will recommend ratification of the contract, no matter what it is.
- ▶ Make up a story about increasing job security, when in fact the contract signs away the union's jurisdiction on most of the jobs.
- ▶ Send reps to the plants to try to intimidate the workers into voting yes.
- ▶ Have phone solicitors call members at home and pressure them to vote yes.
- ▶ Have phone solicitors call members at home and ask how they are going to vote on their secret ballot.
- ▶ Send big fancy post cards to members telling them to vote yes.
- ▶ Modify voter eligibility so that people who don't care about the union and are delinquent in their dues can vote on the contract. You will have a much better chance of getting them to vote yes.
- ▶ Don't worry about what you're doing, you can always blame someone else.
- ▶ Money is no object, the union members will always send you more.
- ▶ If you are able to jam this contract down the union members' throats you can always say, "See, I told you so, they were weak and didn't want to strike."
- ▶ Declare victory!

142 Officials in \$100,000 Club

NAME	CITY	SALARY	TOTAL COMP.	AFFILIATES	NAME	CITY	SALARY	TOTAL COMP.
Frank Wsol	Chicago	292,454	296,762	JC 25, L 710	Joseph Tramontana	Mountainside, N.J.	117,000	121,070
John T. Coli	Chicago	257,400	260,057	JC 25, L 727	Thomas Custer	Chicago	113,405	120,783
Patrick W. Flynn ¹	Chicago	225,000	249,288	Int'l, L 710	Chuck Mack ¹	Oakland, Calif.	102,377	119,350
Carroll Haynes ²	New York	225,584	245,171	Int'l, L 237	Robert Gillihan	Kansas City, Mo.	97,573	119,093
Tom Sever ³	Jeannette, Pa.	200,000	229,666	Int'l	Richard Heck	Minneapolis	109,798	118,890
Ed Mireles ³	Orange, Calif.	203,630	225,952	Int'l, JC 92, L 952	Lawrence Brennan	Detroit	100,952	118,517
Les Singer ¹	Toledo	203,888	225,433	Int'l, Ohio Conf., JC 44, L 20	Chester Glanton ¹	Chicago	109,254	118,197
Joseph L. Bernstein	Chicago	215,104	221,199	JC 25, L 781	Mike Carter	Bloomington, Calif.	106,744	117,977
Anthony Rumore	New York	191,685	220,366	JC 16, L 812	Michael Sweeney	Chicago	109,663	116,442
Michael Coli	Chicago	217,500	218,714	L 727	Daniel Mariano, Jr.	Mountainside, N.J.	109,200	115,837
Jack Cox	Los Angeles	192,500	213,825	Int'l, JC 92, L 572	Joseph Galli	St. Louis	112,301	115,754
John Morris	Philadelphia	184,424	205,290	Int'l, JC 53, L 115	Dennis Davis	San Jose, Calif.	103,182	115,386
Leo Reed	Los Angeles	180,587	202,696	JC 92, L 399	Joseph Vitta	New York	98,872	114,853
Steven Gilman	New York	180,640	192,452	L 810	Kurt Larsen	Los Angeles	102,306	114,725
Robert N. Falco, Sr.	Chicago	182,781	191,831	L 710	Nicholas Mancuso	New York	109,754	114,621
George Cashman	Boston	176,331	191,787	Int'l, JC 10, L 25	James Gilmore	Waterbury, Conn.	99,360	114,308
Richard Nelson	Oklahoma City	173,653	189,728	Int'l, L 886	Jerry Vercruse	Los Angeles	103,337	113,900
Louis Partenza ²	New York	174,094	189,457	JC 16, L 237	David Neigus ³	Washington, D.C.	110,833	113,750
Edward Doyle ³	Elmsford, N.Y.	172,313	184,450	L 456	John Thomas	Chicago	103,890	113,720
Robert Bernstein	Chicago	179,065	184,015	L 781	Donna Santoro	New York	104,718	113,709
Lon Fields, Sr. ³	Louisville, Ky.	171,688	175,896	Ky.-W.V. Conf., JC 94, L 89	Terrence Hancock	Chicago, Ill.	101,898	113,572
Walter Lytle ¹	Ft. Wayne, Ind.	158,650	175,259	Int'l, Ind. Conf., L 414	Joseph Bennetta	Bridgeport, Conn.	105,613	113,435
Phil Young ¹	Kansas City	166,255	174,103	Int'l, L 41	L. Doug Mims ⁶	Atlanta	95,200	112,460
James Santangelo ¹	El Monte, Calif.	157,231	173,676	JC 42, L 848	Walter Engelbert	Portland, Ore.	104,061	112,354
Anthony Judge	Chicago	143,573	169,071	JC 25, L 706	Fred Zuckerman	Louisville, Ky.	101,738	111,585
Bernard Doyle	Elmsford, N.Y.	158,195	168,096	L 456	Harold Yates ³	Minneapolis	97,209	111,426
Louis Lacroix ^{1,4}	Montreal	165,153	167,866	Int'l	Richard Foley	Worcester, Mass.	98,244	111,404
Thomas R. O'Donnell ¹	Lake Success, N.Y.	153,683	167,176	L 817	Stephen Mack	Hayward, Calif.	101,036	111,152
David Laughton	Manchester, N.H.	130,855	166,323	Int'l, Brewery Conf., JC 10, L 633	Mark Muller	Chester, Penn.	100,520	110,871
James Gualtiere	Los Angeles	155,788	161,793	L 572	Robert Morales	San Francisco	101,021	110,646
Michael J. Riley	Los Angeles	138,654	160,998	JC 42, L 986	Gary Tiboni	Cleveland	100,600	110,578
James Minisci	Los Angeles	128,610	159,678	Int'l, JC 92, L 578	James L. Bosley ¹	Washington, D.C.	104,785	110,530
Robert Barnes ³	Waukegan, Ill.	152,089	159,186	JC 25, L 301	John Sweeny, Jr.	San Jose, Calif.	99,064	109,823
Jon Rabine ¹	Seattle	150,945	158,889	JC 28, L 763	Gerald Zero	Chicago	96,978	109,789
Anthony J. DiGrazia	Chicago	148,720	158,841	L 781	Lawrence McDonald ¹	Washington, D.C.	95,000	109,744
Randy Cammack ¹	Los Angeles	123,900	156,139	JC 92, L 63	Frank Busalacchi	Milwaukee	103,313	109,528
John T. Metz	St. Louis	132,195	149,854	Int'l, JC 13, L 610	Carl Gentile	Worcester, Mass.	98,242	109,372
Anthony Buonpane	New Haven, Conn.	139,050	149,513	JC 10, L 443	Rick Middleton	El Monte, Calif.	95,620	109,254
Jimmy Hammack	Fresno, Calif.	139,924	148,501	JC 38, L 431	Louis Parisi	Waterbury, Conn.	100,386	109,145
Sergio Lopez	Watsonville, Calif.	105,901	147,055	Int'l, JC 7, L 912	Paul Houck	New Castle, De.	95,405	108,806
Peter Scarlatos ⁵	New York, N.Y.	145,300	145,300	JC 16, L 831	Val Fiorillo	Mountainside, N.J.	104,000	108,787
Robert Warnock, Jr.	South Bend, Ind.	136,244	141,253	Ind. Conf, L 364	George Westley	New Orleans	99,660	108,704
John Jackson	Collingswood, N.J.	119,893	140,700	JC 53, L 676	Harry Nespoli	New York	108,500	108,500
Melanio Cuebas, Jr. ²	New York	126,692	139,630	L 237	James Tobin ⁷	New York	108,000	108,000
John Harren	Los Angeles	117,978	139,308	L 986	James Witt	Anchorage, Ak.	95,310	107,961
Louis Smith	New York	127,840	137,905	JC 16, L 810	Dennis Weinert	Dayton, Ohio	103,095	107,527
Charles Gauwitz ³	Peoria, Ill.	135,579	136,514	JC 65, L 627	Robert Kelly	New York	107,500	107,500
Eddie Kornegay, Jr.	Washington, D.C.	125,080	135,288	Int'l, JC 55, L 922	Gerard Vezina	West Quincy, Mass.	102,913	107,077
Robert Lennox	Pico Rivera, Calif.	127,420	134,793	JC 42, L 495	Jerry Vincent	Louisville, Ky.	101,450	106,918
Anthony Cousimano	N. Hollywood, Calif.	115,955	132,221	L 399	Michael Worley	Carson, Calif.	97,390	106,717
Jack Tarshis ³	New York, N.Y.	123,200	132,102	L 805	John Millet	Worcester, Mass.	98,248	106,441
Fred Gegare ¹	Green Bay, Wisc.	118,708	131,919	Int'l, JC 39, L 75	John Santamaria ³	Stratford, Conn.	102,409	105,960
William Woldman	Chicago	103,078	131,867	L 731	Jerry Putnam	Ft. Worth, Tx.	102,576	105,834
Richard A. Smith	Chicago	124,800	130,788	L 781	John Barnes	Union, N.J.	96,725	105,380
James Dawes	Chicago	123,765	129,503	JC 25, L 710	John Williams	Seattle	102,681	105,116
Pasquale Monaco	New York	114,540	129,472	L 810	Scott Wilkins	Louisville, Ky.	100,787	104,525
Donald DiLeo	Newark, N.J.	119,306	128,941	JC 73, L 408	Alphonse Rispoli, Jr.	Mountainside, N.J.	98,573	104,316
Edward P. Polster	St. Louis	107,741	127,394	JC 13, L 6	Gerald Shaw	Louisville, Ky.	101,012	104,024
Walter Williams	N. Hollywood, Calif.	107,482	126,422	L 399	Victor Nuzzolilo	Worcester, Mass.	98,244	103,570
John Ferrara ³	Jamaica, N.Y.	121,000	125,862	L 522	David McCarthy	Worcester, Mass.	98,237	103,462
Joseph A. Padellero ³	North Andover, Mass.	107,500	125,763	Int'l, L 686, L 868	Joseph Byers ⁵	Bronx, N.Y.	99,284	103,404
Raul Lopez	Los Angeles	122,307	125,644	L 396	Michael B. Haffner	Waukegan, Ill.	96,751	103,365
James McCall	Washington, D.C.	122,858	125,378	Int'l	Daniel A. Kreiser	Trenton, N.J.	95,700	102,333
Gerald L. Hood	Anchorage, Alaska	109,808	124,769	L 959	Robert Meyers	Louisville, Ky.	99,338	102,305
John Dulczak	Philadelphia	112,318	124,348	L 837	Rich Schildknecht	St. Louis	99,032	101,178
Errol Haynes	Bloomington, Calif.	115,248	124,229	L 166	Dennis Taylor	Baltimore, Md.	96,171	100,467
Richard Fraizer	N. Hollywood, Calif.	104,955	122,958	L 399	William D. Norris	Louisville, Ky.	95,760	100,447
Danny Barton	Indianapolis	115,550	122,579	Ind. Conf., L 135	This chart includes Teamster officials and staff who received total compensation of \$100,000 or more and whose salaries were at least \$95,000 in 1998.			
Jerry Laird	Sacramento, Calif.	116,127	122,473	JC 38, L 857				
Kenneth Hollowell	Detroit	104,005	122,208	JC 43, L 247	This information was compiled and analyzed from hundreds of LM-2, LM-3, and IRS Form 990 reports. Total compensation includes salaries, bonuses, and other expenses from affiliates, but does not reflect other income such as pensions, free cars, etc.			
Greg Lucidi	Trenton, N.J.	113,831	121,829	JC 73, L 35				
Roger Hunt	Canton, Ohio	104,654	121,771	Ohio Conf., JC 41, L 92	Key: Int'l = International Union; JC = Joint Council; L = Local Union			
Thomas J. O'Donnell	Lake Success, N.Y.	112,257	121,645	L 817				
Robert Winstead	Louisville, Ky.	117,768	121,581	Ky.-W.V. Conf, JC 94, L 89	LM-2 reports for individual locals are available from TDU. (Free to members; others, please include a donation).			
Thomas Rosano	New York	106,000	121,092	L 812				

Footnotes:

1. Currently on General Executive
2. Local 237 figures are from 1
3. Retired, resigned, lost office or
4. Figures in Canadian dollars; U
5. Figures from 1997 used; 1998
6. Salary of \$5,200 from local uni
7. Non-employee consultant.

AFFILIATES

L 863
 JC 25, L 673
 JC 7, L 70
 JC 56, L 541
 JC 32, L 638
 JC 43, L 337
 L 743
 L 166
 L 710
 L 863
 Mo.-Ks. Conf., JC 13, L 688
 L 296
 L 812
 L 630
 L 237
 L 677
 JC 42, L 630
 Int'l
 JC 25, L 754
 L 810
 L 731
 L 191
 Int'l, L 728
 JC 37, L 670
 L 89
 JC 32, L 120
 L 170
 JC 7, L 78
 L 312
 JC 7, L 350
 JC 1, L 436
 Int'l
 L 296
 L 705
 Int'l
 JC 39, L 200
 L 170
 L 848
 L 677
 L 326
 L 863
 L 270
 L 831
 L 295
 L 959
 Ohio Conf, JC 41, L 957
 L 831
 L 494
 Ky.-W.V. Conf, JC 94, L 783
 L 572
 L 170
 L 1150
 JC 80, L 997
 JC 73, L 641
 JC 28, L 117
 L 89
 JC 73, L 863
 L 89
 L 170
 L 170
 JC 16, L 202
 L 301
 L 35
 L 89
 Mo.-Ks. Conf., L 688
 JC 62, L 355
 Ky.-Wv. Conf., JC 94, L 783

Money Talks

Officers' Salaries Show Union's Priorities

The results of research to detail the salaries and expenses of Teamster officials are in. The conclusion is the reform movement has made tremendous gains in redirecting our union's resources, but that much remains to be done.

The "\$100,000 Club" represents a scorecard on the priorities of the leadership of the Teamsters. Is their priority filling up their pockets and those of their families and friends? Or is it organizing, supporting contract battles, and building our union's strength?

Only TDU has the integrity and know-how to print this material. It is totally nonpartisan. All Teamster officials who qualify are included: friend or foe, hard-working elected officer or fat cat.

Hoffa's campaign promised a salary cap for International officers. So why have his Vice Presidents blatantly violated this pledge? Will Hoffa reveal the salaries of his appointees?

This year the club is in transition. Because it reflects 1998 figures, and Hoffa took over in 1999, we will have to wait until next year for a report card on his leadership and priorities, unless he is willing to provide such information to the members. But we already see where he's headed.

Progress Made

Our reform movement has made great gains, redirecting millions of dollars per year from fat cats to building Teamster strength. For example, in 1991 (the last year before Ron Carey was in office) there were 89 officials in the club who were on the International payroll, making a total of \$7 million. By 1997 that was down to 23 officials on the International payroll, making \$2.5 million.

Our movement has redirected \$4.5 million per year of members' dues to benefit the rank and file.

Campaign vs. Reality

Our research proves conclusively you cannot rely on old guard campaign propaganda to reform our union. Hoffa ran on a platform that included exactly these words:

"Salaries of General President and Secretary Treasurer cut to \$150,000. Salaries of Vice Presidents cut to \$50,000. Total aggregate salaries of all International Union officers and IBT employees capped at \$150,000."

This wording was printed on Hoffa campaign leaflets and the campaign website (copies available from TDU).

Now look at the reality. Five Hoffa vice presidents from the Central Region were elected at the end of 1996, so were in office last year. Four of those five have violated that campaign pledge, grabbing every penny they could. These are Patrick Flynn (\$225,000), Les Singer (\$203,888), Walt Lytle (\$158,650), and Phil Young (\$166,255).

What happened to their campaign pledge? They lied, pure and simple. They had no intention of following this pledge.

Dangers Ahead

But right now — and it will be clearly visible in next year's list — that list of IBT multiple salaries is growing. It is expected to at least double this year. Many of those who lost that gravy worked hard to elect Hoffa, just to get it back. For example, in 1991 Chuck Mack had a third salary as an International rep, one of 30 at that time who had that title to get a multiple salary. He lost it. Now he's back, as an International vice president who may hit \$200,000 next year. He is one of many.

We will also find an increase in top officials drawing multiple salaries who are involved in corruption. For example, Hoffa's vice president Thomas O'Donnell has been charged with hiring a convicted felon and then filing false reports to cover it up. But Hoffa has not asked him to take a leave of absence, as was the practice previously. Crooks are welcome now.

Tyson Johnson, who was suspended from

membership in our union for converting union funds to his own pocket, was recently appointed to a multiple salary post of Southern Region Freight Director. He'll be on the list next year.

What Teamsters Can Do

1. Reform Your Local Union. We saw that four of five Hoffa VPs already in office last year violated their campaign pledge. What about the fifth? Doty Malinsky did not get the chance to be a liar, because the members of Local 2000 voted her out of office by a three to one margin, thus making it impossible for her to draw multiple salaries. The same thing happened recently when John SantaMaria, who is listed in the club, was voted out of Local 1150 in favor of reformers who trimmed salaries.

There are important campaigns going on this fall that could greatly trim the list.

2. Reform Your Local Bylaws. In many locals members have successfully voted in bylaws reforms to require membership vote on salary increases, officers' salaries tied to that of working members, salary caps, and/or limits on perks.

3. Work for Reform of our IBT Constitution. TDU has also successfully used this route, and will work for further reforms at the 2001 IBT Convention. The time is now to start preparing for delegate elections in your local union.

4. Educate Teamster Members. Members need to understand that we, the rank and file, have the power to change our union's priorities. Members also have the right to know what their International and local officers are doing with our money. As a first step, distribute copies of this report to all Teamsters (order more from TDU as needed).

There is one movement, one organization consistently working for reform in our union's budget and financial priorities. It's called TDU. If you agree that we need to continue this process, contact TDU today, and find out what you can do to make it happen. Better yet, use the application on page 1 to join us.

Your Right to Know

When James Hoffa ran for Teamster president, he promised to make all financial information available to Teamster members. We appeal to President Hoffa to live up to that promise.

We request that he make available a list of all persons added to the International payroll since he took office, and their salaries and benefits.

Members who pay the freight have a right to this information.

Note that we have used hundreds of LM-2 forms to compile the Club, because these are the data we have available under federal law. But these forms only provide information for last year. Even in 2000, we will not get fully accurate info for 1999 because Hoffa was in office only part of this year.

Again, we appeal to the Teamster leadership: live up to your campaign promise, and provide Teamster members a full list of all your appointees and their salaries and benefits.

Teamsters Speak Out: How Much for Teamster Leaders?

This question is frequently asked in connection to our research and the club: how much is appropriate for Teamster officers?

TDU has fought to bring outrageous salaries and nepotism under control. Teamster President Jackie Presser paid himself over \$500,000 from five salaries. The three top leaders of Local 710 bagged over \$700,000 last year (see list). Most Teamsters can agree these are out of line with union leadership.

We have proposed \$150,000 for Teamster General President and as an aggregate cap for all officials, and membership accountability at the local level.

But what guideline should we have for our Teamster leaders? Do higher salaries get us better leaders?

Or do they tend to corrupt our leaders, and lead to a bureaucracy that can buy elections?

We want to hear from you, whether you support TDU or not. Write us at TDU Box 10128, Detroit, Mich. 48210; fax (313) 842-0227; email tdudetroit@igc.org. Let us know if you want your name used, or anonymity. We'll print a selection of various viewpoints.

eral Executive Board.
 s are from 1997 IRS Form 990; only
 res available, additional 237 BAs are in
 ed due to unavailable information.
 lost office or removed from office.
 an dollars; U.S. equivalent is less.
 7 used; 1998 not available.
 rom local union is entirely donated to a
 children of Teamsters members.
 nsultant.

Courage and Treason at IBP

The courageous five-week strike by more than 1,200 Local 556 members at IBP (formerly Iowa Beef Processors) in Pasco, Wash., showed our union at its best — and at its worst.

On June 4, courageous Teamsters walked off the job, determined to fight for safer working conditions and a better future for themselves and their families.

community support for their strike. Churches and restaurants in the community rallied to the workers' cause. Workers from unions across Washington and Oregon visited the picket line. A march drew more than 2,000 strikers and supporters.

Workers went public with the problem of unsanitary conditions created at

lies forced the USDA to send in an investigator to interview strikers the following week.

Reporters from the country's largest newspapers, the *New York Times* and the *Los Angeles Times*, as well as many local and regional newspapers and television and radio stations covered strikers' activities.

Incredibly, Teamsters Union officials did nothing to publicize or support any of these actions.

"Members who learned their rights and how to organize through TDU were the backbone of our strike," said steward Ramón Moreno. "Without them, there would have been no march, no mobilizations, no pressure against the company at all."

Strikers wrote to Teamsters General President Jimmy Hoffa asking the International Union to support the strike, the largest in the Teamsters.

Workers' requests were simple. Come to the picket line and show your support. Invite other union and civil rights leaders to the picket line. Organize a meeting so that strikers can speak with politicians about the plant's unsafe and unsanitary conditions.

Hoffa and his Vice President Jon Rabine rejected every single one of these requests for support. They even pulled the plug on a boycott of IBP products that had been publicly announced by Al Hobart, a Joint Council 28 official that Rabine had assigned to the strike.

In the final week of the strike, David Cortinas, a publisher of a local Hispanic newspaper who had been hired by Hobart to coordinate the strike, printed ads from IBP recruiting scabs.

Forced to choose between remaining on strike with no support from their union, or accepting a contract that stripped senior workers of \$1.50 an hour in pension contributions, workers narrowly voted to approve a contract.

The new contract includes wage increases of between \$1.57 and 1.82, up from the \$1.05 that the company was offering before workers turned up the heat with the strike.

But for many workers the new contract is much worse than a previous offer that workers rejected by a vote of 688 to 52. Senior workers came

away with net increases in wages and retirement contributions of between 37 and 62 cents over five years!

Strikers returned to the plant the same way that they left: marching together. Chanting and cheering workers vowed to continue their fight.

At the contract vote, Rabine and Hobart lined the meeting room with police officers. The union barred any discussion of the workers' proposal to allow workers to return to work without ratifying the agreement to continue the fight for a new contract from inside the plant.

"Many workers felt they had no choice but to vote for the contract," said steward Melquiades Pereyra. "You cannot beat a multinational corporation without any support from your International Union."

Strikers returned to the plant the same way that they left: marching together. Chanting and cheering workers vowed to continue their fight.

"Our fight for safe and sanitary working conditions and a strong, democratic local will continue," said chief shop steward Maria Martinez. "I think we have a chance to get stronger than ever now. We know that the way the strike ended wasn't our fault. We were strong enough to carry it on."

"Members who learned their rights and how to organize through TDU were the backbone of our strike. Without them, there would have been no march, no mobilizations, no pressure against the company at all."

—Ramón Moreno, IBP steward

And on July 7, cowardly officials, led by Hoffa Vice President Jon Rabine, rammed through a sellout agreement and shut down the strike, determined to avoid rank and file mobilization and a showdown with an employer.

Led by the rank and file Committee for a Just Contract, workers built widespread

the plant because of the excessive line speed. Taking their case to the government and to the press, workers and community allies held rallies at offices of the United States Department of Agriculture (USDA).

The USDA is the government agency responsible for meat inspection. The ral-

Members Vow to Take Back Local 556 After Hoffa Takeover

Just days after the International Union sold out 1,200 striking IBP workers, International Union President Jimmy Hoffa took over Local 556, placing it under trusteeship.

But Hoffa may have bitten off more than he can chew. Already hundreds of members have signed petitions and spoken out at union hearings to demand an end to the trusteeship.

At the trusteeship hearings on August 9, the officials could only get one member to speak in favor of the trusteeship. Every other member who spoke denounced it.

Officials Faced Election Defeat

Trusteeships are an emergency measure that are supposed to be used only when there is a crisis in a local union. In the case of Local 556, the only crisis was that unpopular union officials were facing sure defeat in a local union election scheduled for this fall.

Now the local union election has been postponed because of the trusteeship.

"The members of Local 556 have the right to decide in a democratic vote who they want to lead their local — the workers who stood up and fought during our strike, or the officials who sold us out," said Ismael Rodriguez. "One way or another, we will get a fair election, and a reform slate will win."

Hoffa claims that the trusteeship is needed to unite the local from divisions created during the five week strike against

IBP. Who did he pick to do the job? Al Hobart, the Joint Council 28 official who coordinated and sabotaged the strike!

"During our strike, members showed more unity than we have ever had before," said Maria Martinez, the chief shop

"Through TDU, we've learned how to fight back, and we're never giving up. We will take back this local for the members."

steward at IBP. "Then, union officials from outside our local took over negotiations, refused to support the strike, and divided and demoralized the members. Now Hoffa has put these same officials in control of our local!"

One of Hobart's first moves as trustee was to remove Martinez as chief shop steward.

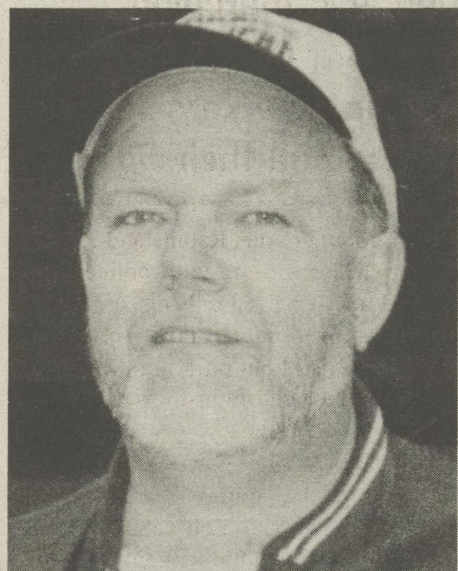
"Hobart wants to use the trusteeship to take revenge on people who stood up for the members during the strike. He and Hoffa want to discourage us so that we'll give up," Martinez said. "They don't realize that they're too late. Through TDU, we've learned how to fight back, and we're never giving up. We will take back this local for the members."



Local 556 IBP workers protested against unclean and unsafe working conditions in front of U.S. Department of Agriculture offices.

Local 1150 Reform Team Wins Rerun Election by a Landslide

Members have defeated attempts by Hoffa and his old guard allies to turn back the clock on reform at Local 1150, which represents approximately 3,600 members



"This election was a mandate for our contract and the stronger representation that we've seen since the Reform Team has been in office. The Reform Team has accomplished more in six months that SantaMaria and company did in 20 years."

—John McFadden, Local 1150

who work at Sikorsky Aircraft in Connecticut, Alabama and Florida.

Members swept the Local 1150 Reform Team into office by a better than two-to-one margin in a rerun election last month. The Reform Team's Jeff Cederbaum received 1,736 votes to just 797 for John SantaMaria, who headed a slate of 20-year incumbents.

Hoffa ordered a rerun after long time ally SantaMaria went down to defeat in the local election last year, despite a Joint Council 10 ruling that the SantaMaria slate's election protests had no factual basis.

The move hearkened back to the dark days of the 1970s and '80s when old guard International officials used the "vote till you get it right" tactic to deny members their democratic rights in local elections and contract votes.

If Hoffa thought that giving his friends a second chance would keep them in office, he badly miscalculated. The Reform Team's margin of victory increased by more than 800 votes in the second election. The Reform Team won the initial election by less than 100 votes.

The huge margin showed that the new leadership's moves to build a stronger local by tapping rank and file power had

paid off.

With a contract covering over 3,000 workers set to expire just six weeks after they took office last year, the Reform Team launched the local's first ever contract campaign before they even took office.

Using a bargaining survey, buttons, rallies and shop floor actions, the contract campaign resulted in a voluntary early retirement package that cushioned the blow of company layoffs.

"This election was the first time I voted," said Bill Lucas, a 21-year Teamster. "I went along with the old program but realized that we weren't getting any-

where, that the local was stagnant. With the new officers we got a good contract and that got me encouraged to get more involved."

No wonder Local 1150 members, who voted for Hoffa by a two-to-one margin in last year's International Union election, have now rejected Hoffa's local candidate, not once but twice.

**Planning to run for office?
Attend the TDU Convention to
learn how to do it right!
See page 12.**

Time for a Change

Local 237 Reformers Gear Up For Election

In late September ballots will be mailed in one of the largest Teamster local elections of this season. Reformers in Local 237, the giant New York City public employee local, are setting their sights on replacing Hoffa supporter Carroll Haynes and his administration with reform leadership.

"Workers coined the term 'It Is Time for Change' so we have adopted this as our campaign slogan," Chris Sullivan, the Rank and File Action Slate candidate for president said. "We have talked to hundreds and hundreds of members. They know Haynes has done nothing for the last five years and they are desperate for someone to vote for. That is the atmosphere that we are working in."

The Rank and File Action Slate has

focused on organizing an extensive network of supporters. This is key because Local 237 represents over 20,000 members in hundreds of worksites from Staten Island, throughout the five boroughs of the city and out to the tip of Long Island.

City workers represented by Local 237 got stuck with a "double zeros" contract last time around (no raises for two years). At the same time, due to attrition and other means, fewer workers are handling more work. These issues have generated widespread dissatisfaction with the current leadership.

"We are also dealing with an atmosphere of fear," Sullivan said. "To win the election, to start turning this local around, we need to overcome that fear."

Tacoma Local 313 Rank & File Reform Slate

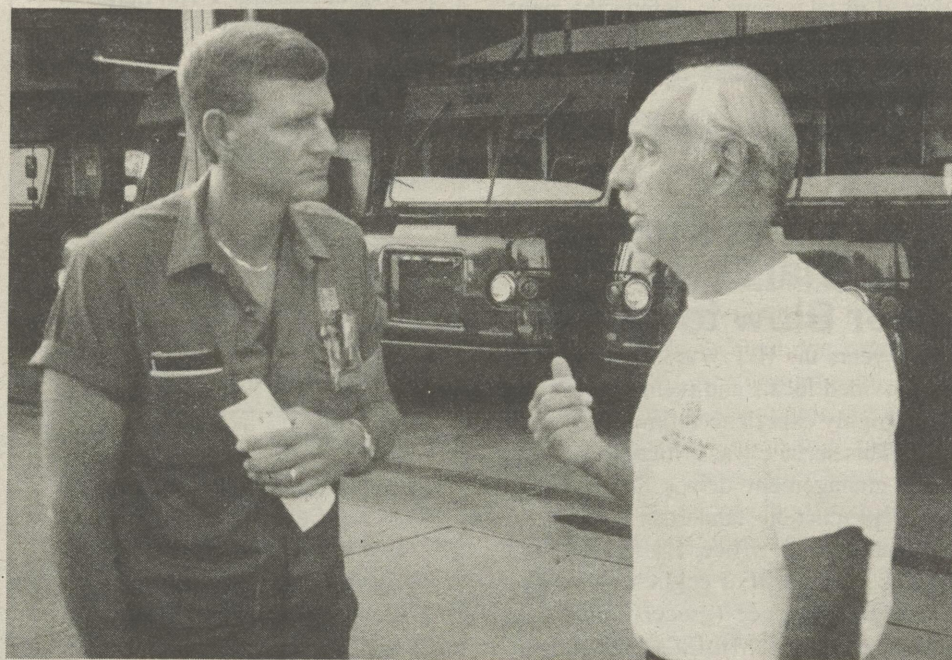
This fall the Teamsters of Tacoma, Wash., Local 313 will have a clear choice between the incumbent leadership, known primarily for what they don't do, and the Rank & File Reform team.

Dan Carroll, a 30-year Teamster and UPS line haul driver, heads the reform slate. Carroll has been very involved in the union for 10 years, serving on the executive board and as a delegate to the IBT Convention as he has stood up as a leader to reform the local. Carroll says it was when he served as a trustee that he found out that the officials did not regard member needs as the top priority.

The Rank & File Reform slate has an eight-point platform to rebuild Local 313, with priorities focused on members'

needs and union strength. "The first step is to establish the integrity of the leadership with the members," Carroll says.

The local union includes public employees in Tacoma and Pierce County, UPS workers, grocery, freight and construction drivers, and other shops. The largest unit is the Washington Department of Corrections (DOC), where Local 313 was given jurisdiction over the entire state, covering thousands of employees at prisons. Unfortunately the leadership has done such a poor job there that most DOC employees have chosen to not even join the union. The Rank & File Reform team plans to bring DOC employees from every facility into the process of building a union they can be proud of.



Louisville Local 89 United Rank & File Slate

"As we go out to talk to members, I'm very excited about this campaign," reports Fred Stephens (above right), candidate for president of Louisville Local 89. "At every worksite we meet members who are fed up with the old way of doing things. We show them our program of the first ten changes we will make, and they know what we're about. Things like cutting bloated salaries, improving the grievance procedure, and putting members' concerns first."

Stephens, a long-time steward and a delegate to the 1996 IBT Convention, heads the United Rank & File Slate in 15,000-member Local 89, one of our union's largest locals. The local has not had a seriously contested election in over 30 years, and it's been passed down from father to son.

An atmosphere of enthusiasm and hope is building in the local, as the United Rank & File Slate is out talking and listening to members. In one day in mid August a team of candidates and supporters visited 20 worksites.



Cleveland Local 407 Green Team Picnic

Over 450 Cleveland Local 407 members and their families attended the reform Green Team picnic on Aug. 8. Great food, a terrific band and abundant soft drinks and beer inaugurated this kick-off to this fall's Local 407 election.

While the Green Team, spearheaded by TDU leader and Yellow Freight driver Alex Adams, has hit the campaign trail running, the Old Guard administration has split into two slates, the Gold and Red Teams. The Green Team is spreading its reform message to the local's rank and file, while the divided incumbents desperately try to blame each other for their failures and argue that the Green Team is "too inexperienced" to duplicate their record of inept leadership.

Canadian Carhaul Members Circulate Petition

Dave McPherson
Local 938, Gen-Auto Shippers
Toronto

Members covered under the Eastern Canada Car Carriers master agreement are circulating a petition to all the yards and terminals demanding more accountability in the operation of their pension and health and welfare plans. The members want the trustees for these plans to be elected from the rank and file. Currently these positions are mostly held by business agents.

Recently a member of our pension plan retired with 38 years of service and is collecting approximately \$1,600 a month.

The health and welfare portion of the agreement needs major improvements. A chart within the petition shows that benefits have only increased marginally in the past 16 years.

The petition has already drawn the attention of the president of Ontario Local 938. He issued a letter to the members stating that he realizes these issues are of great concern. While I am glad that he is finally listening, I know we will have to fight to make sure all of our demands are implemented. To date we have over 600 signatures and our goal is to have a majority of carhaulers by the time we hand in the petition in September.

Frito-Lay News From Up and Down the Street

National IBT Frito-Lay Meeting Report.

In July about 30 stewards and local union representatives met in Cleveland to discuss the situation at Frito-Lay. The meeting was hosted by the IBT Bakery Division.

The focus was on two areas: improving pension benefits and boosting the organizing of nonunion locations. Regarding pension and medical benefits, Division Chair Richard Volpe stated that the IBT will approve (or presumably disapprove) the benefit language in any agreement negotiated before it is finalized. As to the challenge of organizing, he made a commitment to enough resources to handle multiple campaigns.

Time will tell if this is hot air or a real plan.

Oregon Operating Engineers Fight Decertification.

As we go to press, members of Operating Engineers Local 701 in Beaverton, Ore., are battling a decertification drive initiated by Frito. The local represents plant maintenance personnel. (The bakers union represents other plant workers.)

The local expects to win the vote, which takes place on Sept. 2, and believes the decert is a pre-contract softening up tactic aimed at their own local and also the unions representing plant workers in Beaverton and Vancouver, Wash.

TDU Leaders Plan Convention

The TDU International Steering Committee (ISC) met on Aug. 7-8 to plan the upcoming TDU Rank & File Convention and to evaluate and build reform programs within the Teamsters.

At the TDU Convention some 20 different workshops and educational programs — many of them new — will be held, on topics from local union election campaigns to enforcing your rights to using computers in organizing. The ISC discussed and refined the convention program and workshops, but it is not finalized. If you have questions or ideas, contact the TDU office — we want to hear your ideas on the convention.

The convention this year will take up the future of reform, plans to build for the 2001 delegate and IBT elections, and how to build a new model of unionism in the Teamsters. Sessions will include evaluations of major contracts and events, reports and evaluations of the state of the Teamsters, and special guest speakers. Tom Leedham will speak on Saturday afternoon.

The legal report to the board of the Teamster Rank and File Education and Legal Defense Fund (TRF, TDU's sister organization) was especially important. Motions were adopted to strengthen our legal defense team and compile nationally all incidents of denial of rights of members or officers. A motion was also adopted to take steps to defend the right of Teamster members to an impartially supervised mail ballot IBT election in 2001.

The board reviewed new educational publications in the pipeline. These include

Loss of Experienced Industrial Engineers Major Blow to Locals

For years the IBT Warehouse Division has provided locals and members with the use of highly experienced time-study engineers. This service was critical in standing up to management drives to impose or modify production standards.

When he took office, Hoffa axed John Krenick, an industrial engineer with over 25-years experience (grocery and warehousing primarily). Hoffa's replacements for the position included a recent college graduate still awaiting her diploma and a former management-side industrial engineer. One was hired sight unseen. Neither had ever done time studies in warehouses.

Hoffa's strategy is to shift costs from the IBT to local unions. This is a failing strategy. Many locals cannot afford to hire industrial engineers (or full-time organizing departments or other staff being dumped by the IBT). And those locals who can and will shoulder the cost find themselves going it alone against multi-national corporations.

Who loses? The members.

a manual on how to win union elections; how to win grievances; a new Teamster legal rights handbook; and a UPS employees' guide. Some of these will be available at the TDU Convention.

The ISC also heard reports on key contracts (Northwest Airlines, Anheuser Busch, carhaul, and IBP), organizing drives and issues within the union. Upcoming local union elections were reviewed.

Homer Lambert of Chicago prepared a report on TDU recruitment, always a topic for the ISC. In addition, TDU members who are late in renewing their membership are being contacted, a new program.

The ISC is happy to report that Don Stone of Detroit Local 283, who worked as an International organizer for the past three years, will return to our staff in the fall.

TDU Meets

Baltimore/Washington D.C. TDU
3rd Sunday every odd month
Sunday, Sept. 19, 2 p.m.
Location TBA
For information call 301-317-4030

Chicagoland TDU
Sunday, Oct. 17, 1 p.m.
333 South Ashland
Corner of Ashland & Van Buren
For information call 773-486-3831

Minnesota TDU
Sunday, Oct. 3, 1:30 p.m.
Broadway Pizza
Broadway & West River Rd.
Minneapolis

Nashville TDU
Saturday, Sept. 18, 4 p.m.
National Guard Building 680
Smyrna, Tenn. Airport
For information call 615-563-8584

Northern California TDU
Saturday, Sept. 25, 10 a.m.
Dimond Branch, Oakland Public Library
Fruitvale and MacArthur
Oakland, Calif.
For information call 707-426-5310

Rockford, Ill. Educational Conference
sponsored by TRF and Local 325
Saturday, Sept. 11, 10 a.m.
Local 325 Union Hall
5533 Eleventh St., Rockford, Ill.
For information call 313-842-2615

Southern California TDU
Sunday, Oct. 3, 10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.
For information call 562-694-5831 or 760-951-4949

Wisconsin Badger State TDU
Saturday, Oct. 2, 12:30 p.m.
Sue's Bayview Bandwagon
2463 South St. Clair
Milwaukee, Wis.
For information call 414-483-2652

Northwest Contract Vote

As *Convoy* goes to press, Local 2000 flight attendants at Northwest Airlines await the Aug. 26 ballot count for their vote on a tentative contract agreement reached June 10.

The agreement was reached days after 93-percent of the membership delivered a 99-percent vote supporting a strike, leaving many flight attendants questioning the strategy against the highly profitable airline. Some pointed to other recent airline negotiations, saying no one else accepted a first offer without going to impasse to put the heat on the employer.

Rank and file leaders have opposed and organized against the contract. The opposition arose from the CAT network, the Contract Action Team, which was set up by the local and aimed to put members at the center of their contract fight. For a year, CAT leaders campaigned to unify members around contract objectives. Many believe that negotiations took a turn away from the members when the Hoffa administration came on the scene.

Campaign of Fear

After the deal was announced, flight attendants objected to a hard sell by the Teamsters international. Rank and file opposition compiled "low lights" of the proposed language to counter the numerous mailings, slick slide presentations, and video tapes sent to each member by the International. Members used an e-mail network and websites to create public forums

1,500 flight attendants signed an open letter saying they would be voting No.

While almost all active rank and filers oppose the deal, many fear it may pass for the same reason that the Anheuser Busch agreement passed: the International is campaigning to undermine the solidarity of the membership. Their campaign is directed at making members feel weak and powerless, to think that a rejection will lead to nothing but delays and disaster. Some members are demoralized and just want it over with.

To many, the contract particulars stink. At one of the International's slide presentations on the contract, San Francisco CAT Coordinator Amy Morton approached the Negotiating Committee at the front of the room with a box of kitty litter, which she dumped on top of the tentative agreement.

Peggy Farrell, a 35-year Detroit-based flight attendant who has participated in previous contract negotiations, told TDU, "This is the worst contract I've seen in all my years. We might as well have handed them a contract. The language overall is too loose." She objects to the way the contract has been handled, which has been threatening, she says. "They say we couldn't afford to continue to negotiate, but they're spending money for all this stuff to get it passed." (When her video arrived, she wrote "Return to Sender" on it and sent it unopened back to Hoffa.)

N.Y. Local Attempts Raid on Restaurant Workers Union

For over a year the hotel workers' union, HERE, has been locked in a difficult battle with the Cipriani family, owners of posh restaurants in New York City, including the Rainbow Room. The battle began when Giuseppe Cipriani took over the Rainbow Room and refused to hire 250 long-time union employees.

Faced with an aggressive campaign by HERE, Cipriani looked for an out. He thought he had found one by signing a contract offered by Teamster Local 810 President Lou Smith. Cipriani told the press he thought he had finally found "a

local we could work with."

Smith's move was in keeping with a long history of New York Teamster locals offering "labor peace" and sweetheart deals to employers, often in textile, construction and hotel and restaurant trades represented by other unions.

But raiding another union is a violation of the AFL-CIO constitution. Doing it in such a high profile labor battle put the spotlight on Smith, the Teamsters and Hoffa. Hoffa ordered Smith to rescind the contract. Local 810 is reportedly being investigated for other sweetheart contracts.

About Face in Local 528

Atlanta Bylaws Proposal Threatens Right to a Fair Vote

When still a working Teamster, Atlanta Local 528 President Ken Hilbish was very much in favor of mail-ballot elections. In fact he requested that one be used in an election that he and other reformers went on to win. At the time the International routinely ordered mail-ballot elections in order to limit election fraud and boost voter turnout.

Today Hilbish is singing another tune.

In July he put forth a bylaws proposal that would allow for walk-in rather than mail-ballot voting.

Faced with lessening member support (Local 528 members voted for Doug Mims over Hilbish's candidate in the recent vice president rerun election), and a local election next year, Hilbish is resorting to the very tricks he opposed not so long ago.

Unity for the Future

While the membership has been divided on whether or not to accept the deal, they have been committed to being involved and informed. A number of members read the contract for their first time cover to cover.

Depending on the outcome of the vote, members will either unite to resume their fight for a deserved contract, or they will work together to implement and enforce an agreement that will prove to be challenging by most accounts. "Whether this contract goes through or not, we want to get our bargaining rights from the international," says Andy Damis, a Seattle CAT Coordinator who played a leading role in opposing the deal. "We need to be able to determine our future without the International coming in and taking over against our will. I wish our bargaining committee had stuck with the rank and file in the first place, instead of isolating itself. We would be a lot further now."

Though many have resented the ratification process, it has also solidified a commitment to ongoing reform in the lo-



Our members don't want to be sold a contract. That's what Hoffa has done with us. We want an International that will fight alongside us. I'm coming to the TDU Convention to meet people fighting for the same thing. We've seen the difference mobilizing members makes and we don't want to stop.

—Kristi Valenzuela, Local 2000

cal. And, Damis assures, if the contract is voted down, the CAT will be ready to jump back in the fight.

National Pipeline Agreement

Another Concessionary Deal

The 1,000 Teamsters who work under the national pipeline contract got bad news this summer when the International Union settled for a concessionary contract. And they did so without even a vote of the rank and file.

The contract cuts the number of Teamster classifications, and lowers Teamster mechanics from class 1 to 2. It also changes the rules on replacement workers after 10 days on a job, undercutting union hiring halls. The monetary package is very weak: \$1.60 for both benefits and wages, over three years. Welders got nearly double this in increases.

Wages have already been cut in various deals around the country, and a cut rate addendum covering a number of states. The welders recently negotiated a \$10 an hour raise in their addendum, from

\$15 to \$25, but the Teamsters settled for \$1.50 over three years, with some drivers now making under \$10 per hour!

The contract deal was cut by Richard Stern, Hoffa's director of the construction division, along with a bargaining committee of a few officials. One official, Roger Hunt of Ohio Local 92, seems primarily concerned that his step-sons get jobs from the contractors.

Stern, who never worked in the craft, was mostly concerned with getting a deal done, even with concessions. This is in line with the policy of the International of cutting quick deals with employers. Due to an undemocratic quirk in our constitution, Teamsters under national construction contracts (very few) are not guaranteed a right to vote on their contract. Of course, officials could conduct a vote.

Local 174 on the Move

Port of Seattle Organizing

Owner operators hauling containers at the Port of Seattle staged a work stoppage starting on Aug. 17, demanding higher pay and unionization. About 200 joined in the job action, which spread to Tacoma. Teamster Local 174 organizing director Rob Hickey reports that the drive has been building for two years.

The timing of the work stoppage was sparked by a larger action in Vancouver, British Columbia, which began on July 22. There the 450 owner operators have parked their trucks for over a month, effectively shutting down the port. As we go to press they are on the verge of win-

ning hourly pay (\$46 Canadian per hour) instead of trip piece work.

The Longshore Union in Seattle and Tacoma has worked closely with Local 174. On Aug. 19 AFL-CIO President John Sweeney spoke at a solidarity rally to emphasize labor's support for the organizing effort. The Port of Seattle agreed to meet with the parties and to consider labor standards.

With many thousands of waterfront haulers nationally in a similar situation, the organizing in the Northwest is a model for the Teamsters Union with the potential to help rebuild our freight division.

Sheraton Airport Cleveland, Nov. 5-7

TDU RANK & FILE CONVENTION

Teamsters from across the U.S. and Canada are coming to Cleveland this November, and we want you to be a part of it.

What can you expect at this year's convention? There will be specially prepared workshops on developing a contract campaign, organizing with computers, making your local more democratic, tips and strategies for running for office or delegate, organizing around shopfloor issues, and much more. It will be an educational opportunity that you won't find elsewhere.

You will have the opportunity to meet with active members and leaders from your company or line of work to discuss concerns, develop strategies and build national networks.

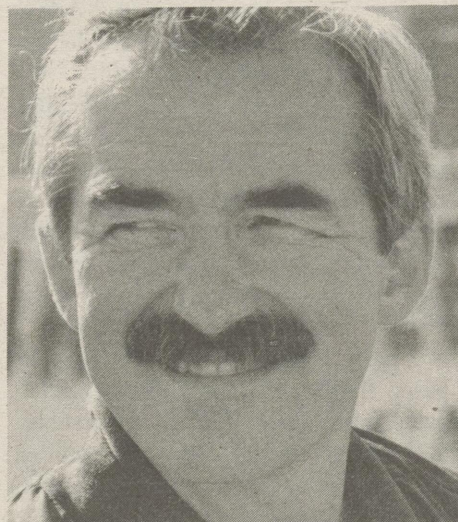
There is nothing like a TDU convention for sharing information, getting energized, and planning for the future.

It is an important time in the Teamsters Union. Members are fighting to preserve hard-won reforms, now jeopardized by the policies of the new administration.

Hoffa's handling of recent contracts shows us that if we want to show the companies rank and file power we must organize ourselves — and TDU is the vehicle for doing that.

If you care about your union, believe in reform, and believe that the power of our union lies in an active, educated membership, make plans now to be in Cleveland on Nov. 5-7.

Use the form below to register today. You won't regret it!



Important Reform Meeting

"This convention will be an important meeting for Teamster reformers. We need to evaluate where we stand and plan for the future. Leaders and members concerned about where our union is headed need to get together, and this convention will be the place to do it."

Tom Leedham

Local 206 Secretary-Treasurer

Convention Information

All events will take place in the Sheraton Airport Cleveland, 5300 Riverside Dr. Use the form at right to reserve rooms at our special group rate.

Childcare available by advance reservation only. Contact TDU before Oct. 1 to make arrangements.

Airport Transportation

Free 24-hour shuttle from Hopkins Airport. Go to Hotel Information sign on baggage level. Use the courtesy phone to call the Sheraton for pick up. Phones also available at Sheraton Airport Hotel Courtesy Desk at Exit 6.

Driving Directions

From the South: I-71 to Snow Rd. exit; go left. Go right at third light. Follow signs into airport. Hotel on your left.

From the North: I-90 W. through downtown Cleveland, Follow I-71 S. past W. 150 St. exit. About one mile past exit get into far left lane and follow signs for Rte. 237-Airport. After series of bridges airport will be on your right. Two lanes go into airport; stay in left lane. Sheraton on left at first light.

From the East: Ohio Turnpike to Exit 10 (Rte. 71). Take I-71 N. to Snow Rd. Left on Snow Rd. to third light, turn right and follow signs into airport.

From the West: Ohio Turnpike E. to Exit 9A (Rte. 480). Rte. 480 E. to Grayton Rd., turn right. Make immediate left onto Brookpark Rd. to Rte. 237 S. and follow signs into airport.

Parking

Free secured parking for hotel guests; \$6 per day for those not staying at the hotel.

Continental Airlines Discount

Special convention discount of five to ten percent on Continental Airlines. Call Continental meetings reservations at 800-468-7022 between 6 a.m. and 10 p.m. Central time. Use TDU reference number M3PP4L and Z Code ZS8V to make your reservation.

TDU RANK & FILE CONVENTION, NOV. 5-7

REGISTER NOW!

Postmark your registration no later than Oct. 15 and receive \$10 discount (\$5 for one day). See below for travel discounts that may also apply.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

If registering for others please include same info.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program.

of people

Fri., Sat. & Sun. \$160 x _____

Sat. & Sun. 125 x _____

Sat. only 100 x _____

Total Registration Cost = _____

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$90 per night (tax included), for one or two people. If sharing cost of room, please indicate other party.

_____ single room

_____ double room with _____

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights x \$90 = Housing Cost = _____

MEMBERSHIP

If not a member of TDU, join today. Includes subscription to *Convoy Dispatch*.

☐ \$35 - one-year membership

☐ \$85 - three-year membership

☐ \$20 - spouses, retirees and Teamsters grossing under \$17,000

Membership Cost = _____

TOTAL COST = _____

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

_____ \$10 if postmarked by Oct. 15 (\$5 if one day)

_____ \$10 travel over 500 miles one way

_____ \$20 travel over 800 miles one way

Total Discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

CREDIT CARD PAYMENT

Visa/MC # _____

Exp. date _____ / _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Return to: TDU, Box 10128, Detroit, Mich. 48210